

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
NOVEMBER 14, 1980, IN LISNER
HALL, ROOM 603

- 1 Dr. Elliott introduced Mr. Joseph Bluemel, student "President for the Day" who presided at the meeting. "President" Bluemel called the meeting to order at 2:12 p.m.

Present: President Elliott, Provost Bright, Registrar Gebhardtshauer, Parliamentarian Cheh, Birnbaum, Chandler, Chitwood, Divita, Fox, Gallagher, Griffith, Hawkins, Heddesheimer, Hill, Kelly, Kirsch, Liebowitz, Linkowski, Mazzeo, Morgan, Park, Pierpont, Robinson, Schiff, Solomon, Steiner, Toridis, Wallace, and Ziolkowski

Absent: Barron, Frey, Linton, Loeser, Packer, Reiss, Sapin, Solomon, and Walker

- 2 The minutes of the regular meeting of October 10, 1980, were approved as distributed.

- 3 On behalf of the Executive Committee, Professor Hill moved the adoption of Resolution 80/14, "A Resolution to Re-Establish May 1 as the Beginning/Ending Date of Senate Sessions and of the Terms of Senate Members," and the motion was seconded. Professor Hill said that the principal argument for reinstituting the May-to-May Senate schedule was to provide enough time for Senate committees to accomplish their work; under the present schedule it was difficult to generate much momentum between the March and May meetings and during the summer, essentially leaving September through February for committee work to be carried out. He said he was unable to determine why the present March-to-March calendar was instituted by the Senate but he supposed it might have had something to do with the shortening of the spring semester and the possible dropping of the May meeting or the desire to have the newly-elected Senate elect its own Executive Committee at its first meeting. Even though the spring semester was shortened, he said, the Senate has continued to hold May meetings, and insofar as having the new Senate elect its own Executive Committee, he did not see how this would be feasible without resulting in a month's lapse of time until the Senate committee chairmen and members could be nominated and elected at its second meeting. The present system of electing a nominating committee and an Executive Committee before the new Senate convenes and of electing the Senate committee chairmen and membership at the first meeting of the new session should be retained, he thought, and he urged adoption of this resolution.

Professor Kirsch said he recalled that the March-to-March schedule was instituted in order to enable the committees to start their work earlier in the spring, thereby gaining the momentum to carry them through the summer months.

Professor Hill responded that practical experience has shown that that doesn't often happen as most committees don't really get started until the fall semester. Professor Griffith said that he supported the resolution because the present schedule was a hindrance to the Senate committees' business and he suggested that in those instances where certain committees must function over the summer months, perhaps the Executive Committee could see that they have organizational meetings immediately after the May meeting. Professor Hill replied that there was no problem, because the Senate had recently amended its Bylaws to stipulate that the committees shall meet early in the Senate year. Professor Morgan said that he also supported the resolution and that he would second everything Professor Hill said in support of this change because his experience as a member of the Executive Committee member for five years made it perfectly clear to him that the effective term of office of most committees was really approximately three to three and one-half months--October, November, and February. Professor Pierpont also spoke in favor of the resolution because he said psychologically the Senate was over two months too soon and the Standing Committees really didn't have enough time to culminate their work. The question was called and Resolution 80/14 was adopted unanimously. [Resolution attached.]

4

Under Introduction of Resolutions, Professor Hill introduced a draft resolution concerning tuition benefits submitted by the Appointment, Salary and Promotion Policies Committee. He said that this resolution had been received too late for inclusion on the agenda for today's meeting but that it would be placed on the agenda for the December Senate meeting. [Draft resolution attached.]

5

(a) On behalf of the Executive Committee, Professor Hill moved the nomination of Visiting Assistant Professor Myron E. Hatcher, SGBA, to the Athletics Committee and the appointment of Associate Professor Michael M. King, Chemistry, to the Committee on Sponsored Research as a replacement for Associate Professor Stuart A. Umpleby, who resigned. In addition, Professor Hill said he would like to nominate Associate Professor Charles F. Elliott, Political Science, and Professor Lloyd S. Bowling, Speech and Drama, to the Appointment, Salary and Promotion Policies Committee. No other nominations were made, and the nominees were elected unanimously.

(b) Professor Hill reported that the Executive Committee was in the process of devising a questionnaire to be sent to department chairmen designed to determine, at least in part, whether the chairmen were consciously applying criteria of merit in recommending salary increases. He said that the questionnaire had been tested on a few selected chairmen and some changes were recommended which the Executive Committee was considering at this time. The Joint Committee of Faculty and Students was working on some rather important additional language for the Student Grievance Procedures and he said that the Senate may have a resolution before it at the December meeting regarding the proposed amendments. In the absence of Professor Frey, Chairman of the Administrative Matters as They Affect the Faculty Committee, Professor Hill reported that the committee had contacted emeriti faculty to determine if they desired to have a particular meeting place of their own on campus, and the emeriti faculty replied that they appreciated the Senate's concern, but that they preferred not to have such a meeting place since they did not want to become isolated from the other faculty. Because of the upcoming Thanksgiving Holiday,

Professor Hill said that the next Executive Committee meeting would be held earlier than usual - Wednesday, November 26th - and that resolutions coming from the committees would have to be received by that date for inclusion on the agenda for the December Senate meeting.

- 5 (c) On behalf of the Educational Policy Committee, Professor Schiff reported that the committee had considered the idea of trying to establish a uniform drop date for the University. After considerable discussion, with inputs from the deans of various schools, divisions, and colleges, he said the consensus of the committee was that this type of decision should best be left with the individual segments of the University, and, therefore, the committee was in favor of maintaining the status quo. However, recognizing the fact that there was considerable confusion among students as to what dicta was applicable to whom, he said that an effort would be made by the Provost's office to formally place appropriate notices of the regulations in the appropriate bulletins and other publications of the University. No resolution would be forthcoming, however.

With regard to the activities of the Professional Ethics and Academic Freedom Committee, Professor Griffith said that the committee had, in effect, broken the logjam on the problem of the non-tenure track appointments, and that the committee was in the process of drafting substitute language for the Code which hopefully would be ready for review by the Executive Committee in January and before the Senate in February. Because there will be several different related changes to be made and because the issues must be treated together as a set, Professor Griffith said that the committee would be submitting a rather complex package for the Senate's deliberation. He then asked whether the amendment which the Senate recommended to the Code last spring went to the Board of Trustees and whether it was, in fact, approved. This amendment, he explained, stipulated that the proportion of regular active status faculty serving in non-tenure-accruing appointments would not exceed 25% in any college or school. Dr. Elliott responded that if he recalled correctly it was decided not to take this amendment to the Board until the entire package was completed, but that he would check on the matter and report back.

Professor Ziolkowski reported on behalf of the Research Committee. He said that the committee had considered the resolution of Professor Moser for establishing a monetary prize for research at this University. Although little support for this resolution was given by the committee members for the specific proposal as stated, there was a great deal of sympathy for the spirit of this proposal and the committee has been undertaking a survey of the various ways the University presently supports research and the way in which the research is shared within the University. He said a report would be made in due course on this matter.

- 6 Provost Bright remarked that the probable reason the Senate changed to a March-to-March session was because the Administration asked it to do so. At that time, he said, there were some obstreperous students here and it was necessary to have the chairmen of the Senate committees available for consultation as required.

Professor Steiner said he wished to reiterate what he had said sometime ago which was the need, as he saw it, to look into other alternatives for investment of retirement funds other than TIAA/CREF. In light of inflation, TIAA/CREF was not doing too well and if inflation continues at the present rate, Professor Steiner said, a lot of people who think they are going to retire comfortably may find themselves not retiring at all, and he hoped that the Faculty Senate would share his interest in this matter.

Professor Hill said that if there were no objections he would like to have entered in the minutes the statistical data distributed to the members before the meeting pertaining to Adjustments in Retirement Benefits for Faculty Employed Prior to 1945 and Faculty Salary Averages submitted by Professor Robinson, Chairman of the Appointment, Salary and Promotion Policies Committee. No objections were made, and the data was entered in the minutes. [Data sheets attached.]

Professor Hill then noted that Ms. Van Tran, a member of the Senate Office staff would be leaving the end of the month, having accepted a position in the Department of Commerce. He said that Van was in the process of getting her MBA degree and that just two day ago she had become a full-fledged citizen of the United States. Professor Hill said that Van had served very faithfully and he hoped the Senate would join him in wishing her well in the future. Ms. Tran thanked the Senate members for their generous applause.

"President" Bluemel said he wished to thank the Senate members for their perseverance in putting up with him and especially Parliamentarian Cheh for her help throughout the meeting.

7 Upon motion made and seconded, "President" Bluemel adjourned the meeting at 2:45 p. m.



Robert Gebhardtsbauer
Secretary

A RESOLUTION TO RE-ESTABLISH MAY 1 AS THE BEGINNING/ENDING DATE OF SENATE SESSIONS AND OF THE TERMS OF SENATE MEMBERS (80/14)

WHEREAS, in 1965 Senate sessions and the terms of office of Senate members were scheduled to begin and end on May 1; and

WHEREAS, in 1970 sessions and terms of office were altered to begin and end at the "first regular Senate meeting in March"; and

WHEREAS, Senate Committees often find it difficult to complete their business prior to mid-March; and incoming Committees find it equally difficult to generate momentum between the March and May meetings; therefore:

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That the Faculty Senate petition the President to propose to the next Faculty Assembly that the Faculty Organization Plan and the Bylaws of the Faculty Senate be amended to effect a return to May 1 as the beginning/ending date of Senate sessions and the terms of Senate members;
- (2) That such amendments, upon approval by the Assembly, shall take effect in the spring of 1982, at that time extending the Senate session and the terms of office of Senate members to May 1, 1982;
- (3) That to accomplish the intent of this resolution the Assembly is asked to approve the following specific amendments:
 - (a) to substitute "beginning on May 1 of the year in which they are elected" for "beginning with the first regular Senate meeting in March of the year of election"--in Article III, Section 2[c] of the Faculty Organization Plan (p. 4);
 - (b) to substitute "March 15" for "February 15"--in the sentence that reads: "The elections shall be held at meetings called by the academic deans of the respective schools prior to February 15 of each year,"--in Article III, Section 3[4], ibid.;
 - (c) to substitute "May" for "March"--in the sentence that reads: "The business year of the Senate shall be called a 'session' and each session shall commence with the call to order of the regular meeting in March,"--in Appendix II: Bylaws of the Faculty Senate, Section 1[c].

Executive Committee of the Faculty Senate
October 24, 1980

Adopted November 14, 1980



Faculty Senate

November 14, 1980

To Members, Faculty Senate
George Washington University

DRAFT RESOLUTION ON TUITION BENEFITS--TO BE PLACED ON AGENDA OF DECEMBER MEETING, 1980

WHEREAS, full remission of undergraduate tuition at the University is provided for legally-dependent children of full-time members of the faculty; and

WHEREAS, some faculty do not make use of the undergraduate tuition benefit; therefore:

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That in the event that said faculty do not utilize the undergraduate tuition benefit for their legally-dependent children, these benefits may be applied towards tuition in the University's graduate and professional programs.

Senate Committee on Appointment, Salary,
and Promotions Policies

GEORGE WASHINGTON
UNIVERSITY

FACULTY SENATE

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

15 October, 1980

TO : Peter Hill, Chairman, Executive Committee, Faculty Senate
FROM : ^{L.F.} Robinson, Chairman Senate Committee on Appointment, Salary,
Promotion
RE : Adjustments in Retirement Benefits for Faculty employed prior
to 1945

The following enclosed data was received by the committee from Mr. William Johnson. The committee agreed that appropriate steps had been taken by the University to make needed adjustments in the retirement benefits for faculty employed prior to 1945.

While no recommendations were made for additional adjustments, the committee did wish to have this data entered into the records of the Faculty Senate. I am therefore submitting this information to you and requesting its inclusion.

Many thanks.

cc: Mr. William Johnson

Encl.

LFR/kpm

THE GEORGE WASHINGTON UNIVERSITY
INTERDEPARTMENTAL MEMORANDUM

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ADJUSTMENTS IN UNIVERSITY RETIREMENT BENEFITS FOR FACULTY EMPLOYED PRIOR
TO 1945:

1. 9/1/45
Provision for benefits (upon retirement at age 65) was established equal to 1% of the individual's 1944/45 Salary times the number of years in full service prior to September 1, 1945.
2. Effective July 1, 1966 the salary base was changed to the average salary for the five years preceding retirement.
3. Effective December 1, 1970 the percentage was increased to $1\frac{1}{4}\%$.
4. Effective July 1, 1972 the age at retirement was reduced to 60.
5. Effective July 1, 1976 the percentage was increased to $1\frac{1}{2}\%$.
6. Effective July 1, 1976 the plan was conformed to the requirements of ERISA. The significant changes were the guaranteed payment of future benefits and a provision of an option for survivor's benefits.
7. Effective July 1, 1979 the percentage was increased to 2%.

Submitted by: Senate Committee on Appointment, Salary, Promotion
L.F. Robinson, Chairman
October 15, 1980

LFR/kpm

Faculty Salary Averages
Does not include Deans, Associate Deans, Instructors, or Research Ranks.
 1980-81

	Females			Males			Combined	Total
	#	Tenured	Average	#	Tenured	Average	Average	% Tenured
<u>Columbian College</u>								
Professors	12	12	\$ 28,727	96	96	\$ 32,234	\$ 31,844	
Associates	13	12	22,740	58	49	23,421	23,297	
Assistants	21	3	17,026	46	9	17,676	17,472	73%
<u>Education and Human Development</u>								
Professors	7	7	32,126	18	14	30,385	30,873	
Associates	6	6	25,040	6	5	22,924	23,983	
Assistants	4	4	19,881	5	0	18,731	19,243	78%
<u>Engineering and Applied Science</u>								
Professors				40	37	34,575	34,575	
Associates				14	3	26,614	26,614	
Assistants	1	0	*	2	0	*	21,867	70%
<u>Government and Business Administration</u>								
Professors	1	1	*	30	30	*	34,234	
Associates	4	0	26,325	22	11	27,648	27,445	
Assistants	5	0	24,170	13	0	24,300	24,264	56%

	Females			Males			Combined Average	Total % Tenured
	#	Tenured	Average	#	Tenured	Average		
<u>Graduate School of Arts & Sciences</u>								
Professors				3	3	\$ 42,625	\$ 42,625	
Associates				2	0	*	*	
Assistants	1	0	*	1	0	*	*	43%
<u>National Law Center</u>								
Professors	2	2	*	28	28	*	45,300	
Associates	1	0	*	3	0	*	36,500	88%
<u>Public and International Affairs</u>								
Professors	1	1	*	6	6	*	35,946	
Associates				3	3	27,800	27,800	
Assistants				3	2	18,866	18,866	92.3%
<u>Men and Women Combined</u>								
Professors	23		31,357	221		34,718		
Associates	24		24,423	108		25,127		
Assistants	32		18,730	70		19,169		
<u>SUMMARY - ALL COMBINED</u>								
Professors	244	237	34,400	97%				
Associates	132	89	25,000	67.4%				
Assistants	102	18	19,032	18%				

* Deleted for reasons of privacy.

9/16/80

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

To Faculty Senate

October 29, 1980

The Faculty Senate will meet on Friday, November 14, 1980, at 2:10 p.m., in the Faculty Conference Room, Sixth Floor, Lisner Hall.

Agenda

1. Call to order
2. Minutes of the regular meeting of October 10, 1980
3. Resolutions:

A RESOLUTION TO RE-ESTABLISH MAY 1 AS THE BEGINNING/ENDING DATE OF SENATE SESSIONS AND OF THE TERMS OF SENATE MEMBERS (80/14)
Professor Peter P. Hill, Chairman, Executive Committee (resolution attached)

4. Introduction to Resolutions

5. General Business:

- (a) ~~Nomination for election of Visiting Assistant Professor Myron E. Hatcher, SGBA, to the Athletics Committee; nomination for appointment of Associate Professor Michael M. King, Chemistry, to the Committee on Sponsored Research as replacement for Associate Professor Stuart A. Umpleby, who resigned~~
- (b) Report of the Executive Committee: Professor Peter P. Hill, Chairman
- (c) Interim Reports of Senate Standing Committees

6. Brief Statements

7. Adjournment



Robert Gebhardtsbauer
Secretary

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Executive Committee of the Faculty Senate
October 24, 1980